



## Wage Standards Division

In Hawaii, paid vacation and sick leave is not required by law. Under Section 388-7(3), Hawaii Revised Statutes, Payment of Wages and Other Compensation Law, employers that provide vacation and sick leave benefits must make their policies available to employees in writing or through a notice posted in a place accessible to the employees. The employer's policy determines the criteria to earn and use vacation.

Further, any changes to this pay arrangement must be in writing and issued or posted prior to the effective date of the change.

For your information, Hawaii's labor laws may be viewed on the Department of Labor and Industrial Relations (DLIR) Wage Standards Division website. To go to the web page, [click here](#).